The Impact of HR Personnel Attitude on HRIS towards It Success: A Study Conducted in Gampaha District, Sri Lanka

Kumarapeli, K. A. R. H.[1] and Peiris, M. D. P.[2]

Numerous researches have been conducted regarding the area of Information System (IS) success, considering the success determinants as user attitude, system usage and user satisfaction. However, no significant attention reported to have been given in particularly to the success of Human Resource Information System (HRIS) based on the system user perception. Thus, this empirical analysis investigates the impact of perceived attitude of the users of HRIS on its success. Accordingly, the study focuses on the impact of user attitude constructs, such as, Perceived Ease of Use and Perceived Usefulness, based on the Technology Acceptance Model (TAM) towards the HRIS success. Quantitative methodology was used to test the hypotheses and to achieve the objectives. A sample of eighty HR personnel who use HRIS in the Gampaha District, Sri Lanka were selected for the sample. The convenience sampling technique was applied to select the sample. A structured questionnaire was used to collect the data, while the SPSS software was used to analyze them and the Pearson Correlation analysis and regression were also used. Analysis revealed that there is a positive relationship between HRIS user attitude and HRIS success, which implies that there is a positive impact on the HRIS user attitude towards the HRIS success. All the hypotheses of this study were accepted. Based on the research findings, the researcher recommends ways to enhance success of HRIS by accelerating the perceived user attitude towards HRIS.

Keywords: *HRIS Success, User Attitude, Technology Acceptance Model, Level of System Usage, User Satisfaction*

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[1] ravindihiranya@gmail.com
[2] mdp@kln.ac.lk